

EXHIBIT A

to

AFFIDAVIT OF SYBILLE DE MONPLANET

See 2

COGNEX

International Operations

Performance Planning & Review Form

<hr/>	
Jean CARON	Senior Vision Solution Engineer
Employee	Title
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Alain Duflet	Customer Satisfaction Manager
Manager	Title
<hr/>	
2002	
<hr/>	
Review Period	

COGNEX
International Operations

Review Period 2003

Employee Jean CARON

Manager Alain Duffel

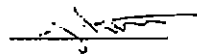
Ref.	Goal	Description	% Importance	Self Rating	Manager Rating	Score
Goal 1	Description	Handled all the Vision Solution projects. This includes handling all the vision solution projects.	30%			1.50
	Manager Comments	Delphi, Thyssen, Arc International, Sagem... Jean has handled and realized most of the vision solution project. He dispatched to some other resources, Jerome and Cecile, when needed.				
	Employee Comments	All VS projects done this year was delivered on time without technical issue. All acceptance was signed by Customer during first deliver meeting.				
Goal 2	Description	To take all responsibility of the handle and manage Jean during the vision solution project management.	15%			0.30
	Manager Comments	Jean has participated in the customer sat team resources sharing, concerning the development of vision solution project. He followed closely some projects done with Jerome or Cecile participation.				
	Employee Comments	I assume, I have increased part of Cecile and Jerome project methodology, Industrial Vision skills and programming knowledge through VS and remote support projects.				
Goal 3	Description	To take in charge all the vision solution projects, from evaluation phase to completion of the project.	15%			0.45
	Manager Comments	Most of Vision Solution projects handled by Jean has been realized from beginning (evaluation) to end (acceptance).				
	Employee Comments	Proposal was done in respect of clear feasibility study, development time allowed and deliver schedule regarding CS resources available.				
Goal 4	Description	Follow the Remote Support tasks.	10%			0.30
	Manager Comments	Jerome and Cecile were in charge of Remote Support task. Jean was for them a technical support to orientate them in a good way to achieve these support as best as possible. All remote support has been successful and recognized as it by customers.				
	Employee Comments	My backup position during Cecile and Jerome vacation allow us to continuously support customer during on site tests and acceptance phase for current remote for Lilly or HTTP => correct follow up of these remote supports done by Cecile or Jerome.				
Goal 5	Description	Remote support task handled by Jean and Cecile. Also with manager task activity and its reporting to CS manager.	10%			0.20
	Manager Comments	Jean followed correctly all the remote support tasks and report these action in database. This give us a correct feedback of the efficiency of remote support action. Result is very positive, and remote support can be considered as a success.				
	Employee Comments	No complaint by VS team about my remote support management. Remote Support was correctly achieve. CS manager was regularly updated (cc emails for example). Remote Software Database maintain up-to-date to share Remote Support projects status by Customer.				
Goal 6	Description					0.00
	Manager Comments					
	Employee Comments					
Goal 7	Description					0.00
	Manager Comments					
	Employee Comments					
Goal 8	Description					0.00
	Manager Comments					
	Employee Comments					
Goal 9	Description					0.00
	Manager Comments					
	Employee Comments					
Goal 10	Description					0.00
	Manager Comments					
	Employee Comments					

Totals

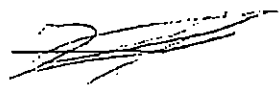
100%

2.75

Employee's Signature



Manager's Signature



COGNEX

International Operations

Review Period 2002

Employee Jean CANON
Manager Alia DUNOD

Ref.	Description of Performance Sublines	Self Rating	Manager Rating	Score
j101	Demonstrates knowledge of job content and field specialization.	3	3	0.30
j102	Understands the work environment, job requirements and customer needs.	3	3	0.30
j103	Produce work that achieves desired outcomes with allocated resources.	3	3	0.30
j104	Maintains a high level of quality output and customer satisfaction.	3	3	0.30
j105	Ability to prioritize existing and new responsibilities.	3	3	0.30
j106	Ability to handle multiple tasks.	3	3	0.30
j107	Respects deadlines.	3	3	0.30
j108	Takes corrective actions when required.	3	3	0.30
j109	Ability to organize and develop creative ideas.	3	2	0.20
j110	Researches and evaluates issues thoroughly and objectively.	3	2	0.20
Totals				2.80

Interpersonal & Communication skills				
i101	Works well with others; functions as an effective member of a team.	3	2	0.20
i102	Establishes and maintains positive and respectful working relationships.	3	3	0.30
i103	Able to deal professionally with conflict and disagreement.	3	2	0.20
i104	Shares ideas and responds positively to changes.	3	3	0.30
i105	Is enthusiastic toward job work environment, management and customers.	2	2	0.20
i106	Knows what information to communicate, when, how, and to whom.	2	2	0.20
i107	Has good verbal communication skills.	3	3	0.30
i108	Has good written communications skills.	3	3	0.30
i109	Has good presentation skills.	3	3	0.30
i110	Has good listening skills.	3	3	0.30
Totals				2.60

Manager's Comments
Jean has taken in charge the vision solution tasks this year. All of these project has been realized in time and successfully. Customer feedback about these actions are very positive. He also followed the insight fast track and remote support that has been done by other engineer, Jerome and Cedric, all of these has been correctly realized and no corrective action concerning these project needed to be done. Jean also demonstrated all his knowledge on the technical side of the work, Industrial vision, customer needs, programming skills...

Employee's Comments
1) Goal1 demonstrates some facilities for planning and project management in respect of VS objectives (Delphi, Inductive Automation, Arc International). 2) Goal2 proofs the ability to manage technical resources (Delphi for Cecile and FC) for Jerome VS projects was fully develop by them self. 3) Goal3 proof strong skills in Industrial Vision and programming due to 9 years of professional experience background. 4) Goal5 and in general, keep up-to-date the CS manager about all the VS activity I have managed directly => Good management reporting (Systel, Sagem, Arc International). 4) VS team relationship and technical skills feedbacks from customer through site team are excellent. Customer Satisfaction is consistently and significantly above goals and expectations. => Excellent communication skills. Ability to initiate good relationships with technical customer staff (Delphi, Sagem, former, Libby). 5) Special goals fixed by our Regional Sales Director concerning major account support were achieved => Vpro and CVL demo at Compair and Demimuer. Kern support during evaluation phase of Cognex Ins

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Review Period 2002

Employee Jim Clark
Manager Alma Dufek

Ref.	Description	Appraisal Score	Weight Factor	Rating Score	Expected Improvement
PR	Performance (Goals achievement)	2.75	70.0%	1.93	
SK	Skills	2.70	30.0%	0.81	
OR	Overall Performance Rating Score		100%	2.74	

Employee [Signature]
Manager [Signature]
Next Level Manager [Signature]
Human Resources [Signature]

☒ Above Expectations : consistently and significantly exceeds goals and expectations.
Overall Rating Score : 2.51 to 3.00

☐ Meets expectations : meets and sometimes exceeds goals and expectations.
Overall Rating Score : 1.51 to 2.5

☐ Below Expectations : occasionally meets and exceeds goals and expectations.
Overall Rating Score : <= 1.5